

March 11, 2020

Earned sick time law in Massachusetts

Employers in Massachusetts are required to provide their employees with **at least** the amount and availability of sick time that is provided for in G.L. chapter 149, section 148C, which became law in 2014:

- If you have worked for an employer in Massachusetts for 90 days or more, you are entitled to earn and use up to 40 hours of sick time per year. [Note: the law does not apply to the federal government or to municipalities that have not elected to make the law applicable to them.]
- You earn sick time at a rate of one hour for every 30 hours worked.
- You can use the sick time for an illness, injury, medical appointment or home care for yourself or a family member.
- You can use it an hour at a time or for longer periods.
- If your employer has 11 or more employees, the sick time must be paid; if your employer has 10 or fewer employees, the sick time does not need to be paid.
- If you know ahead of time that you are going to need to use your sick time, you need to notify your employer before using it. If you are out for more than 24 consecutive work hours (for example, more than three 8-hour days), your employer can ask you to verify your need for sick time with a doctor's note or something similar.

More information about [earned sick time](#) is on the Attorney General's website.